



Blueprint for Maryland's Future

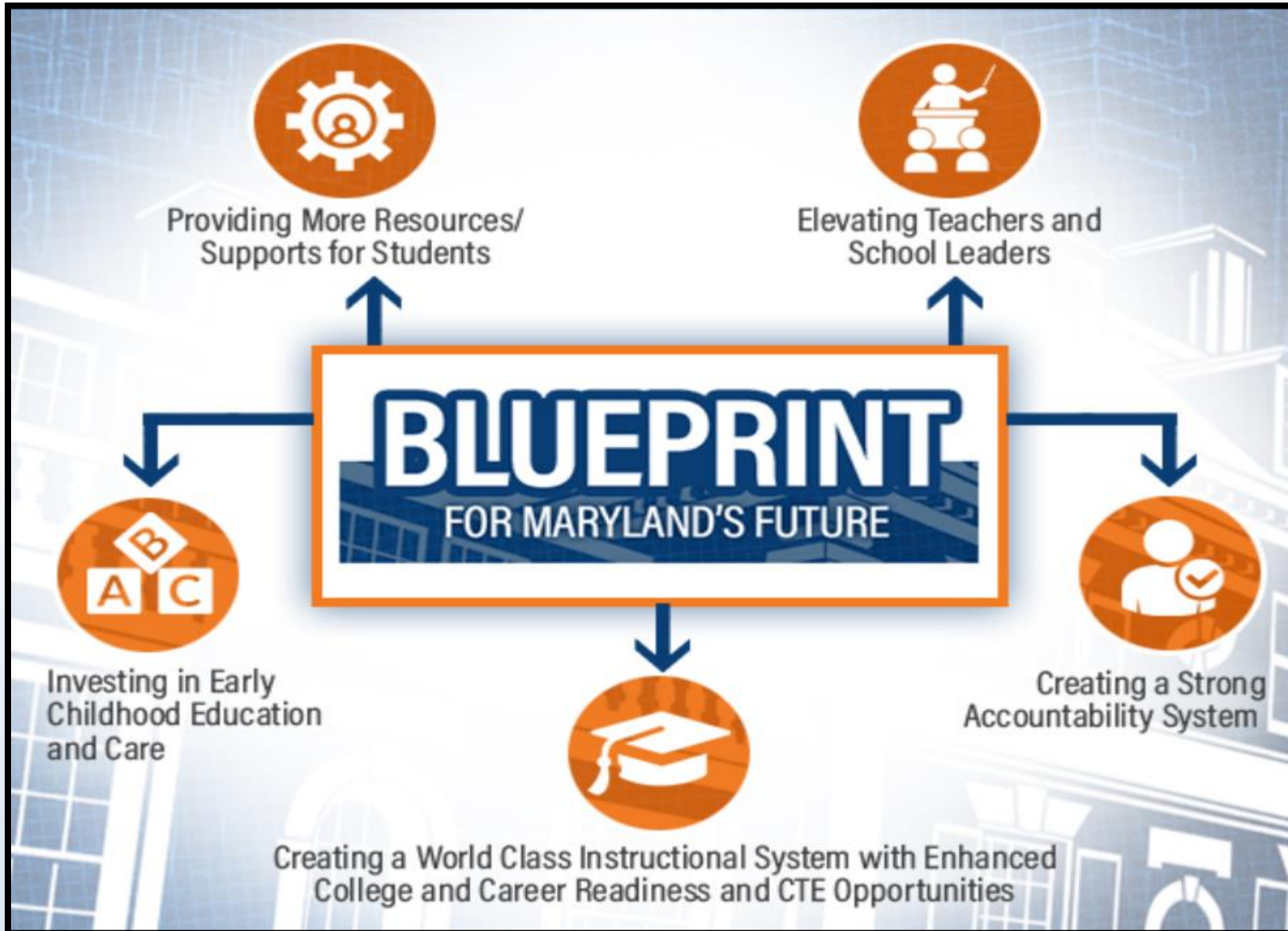
Stakeholder Workgroup – June 8, 2023

Dr. Melissa Lembo Whisted
Department of Academic Services





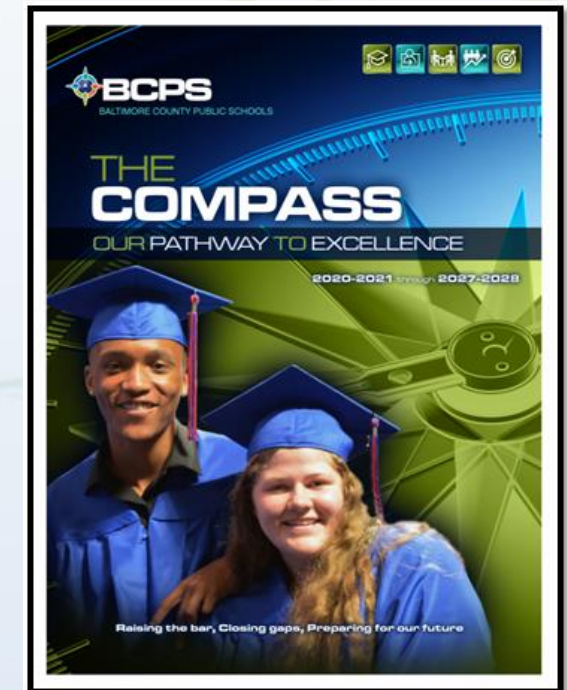
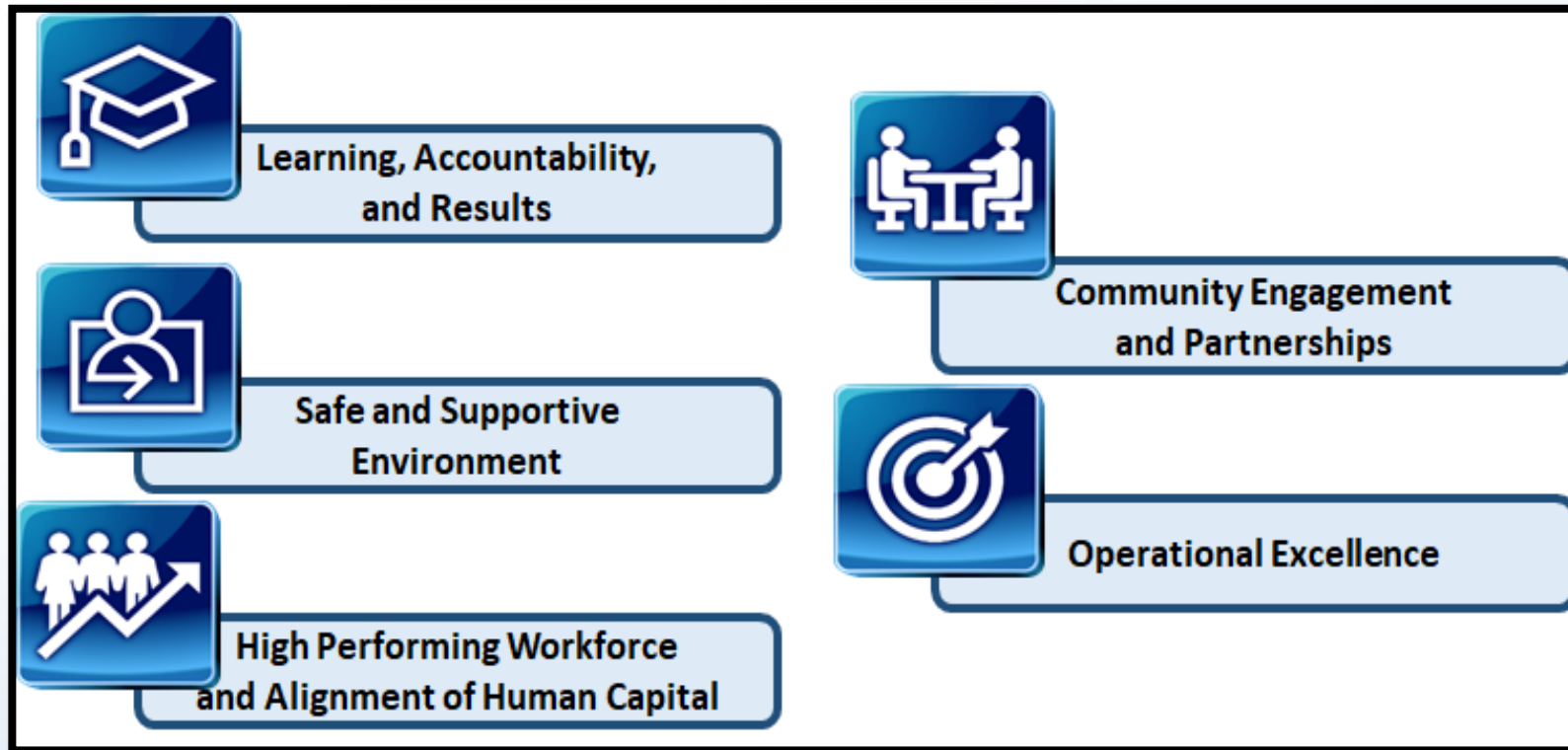
Blueprint Pillars





Strategic Plan Alignment

The Compass: Our Pathway to Excellence





Where to Find the Plan

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BLUEPRINT FOR MARYLAND'S FUTURE

Blueprint for Maryland's Future

BLUEPRINT FOR MARYLAND'S FUTURE

[Blueprint Implementation Plan](#)

[Blueprint Executive Summary and Plan](#)

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[AIB Blueprint Initial Comprehensive Implementation Plan](#)

[Spanish translated](#)



MSDE Feedback

- Suppression of student groups on data charts
- Ensuring every box was filled on data charts
- Met criteria in 32 and partially met criteria in 30
- Resubmitted on May 9, 2023
- Notification received from MSDE on May 15, 2023 to recommend to AIB
- AIB requested revisions on two questions

Pillar 1: Early Childhood Education			Pillar 2: High Quality and Diverse Teachers and Leaders			Pillar 3: College and Career Readiness			Pillar 4: More Resources to Ensure All Students are Successful			Pillar 5: Governance and Accountability			Rating Totals			
Does Not Meet Criteria	Partially Meets Criteria	Meets Criteria	Does Not Meet Criteria	Partially Meets Criteria	Meets Criteria	Does Not Meet Criteria	Partially Meets Criteria	Meets Criteria	Does Not Meet Criteria	Partially Meets Criteria	Meets Criteria	Does Not Meet Criteria	Partially Meets Criteria	Meets Criteria	Does Not Meet Criteria	Partially Meets Criteria	Meets Criteria	N/A
0	8	3	0	5	6	0	14	14	0	3	5	0	0	4	0	30	32	1



Early Childhood Education

- Full day Prekindergarten Expansion
- Partnership with Private Providers
- Expansion of Judy Centers





New Full Day Programs-540 Additional Seats

School Name	Current Sessions	2023-2024 Sessions
Arbutus	2 half day	1 full day
Chase	2 half day	2 full day
Chesapeake	1 half day	1 full day
Church Lane	2 half day	2 full day
Franklin	1 half day	1 full day
Glenmar	2 half day	2 full day
Harford Hills	2 half day	1 full day
Joppa View	none	1 full day
Martin Boulevard	2 half day	1 full day
McCormick	2 half day	1 full day
Middlesex	2 half day	2 full day
Oliver Beach	1 half day	1 full day
Perry Hall	2 half day	2 full day
Powhattan	2 half day	1 full day
Riverview	4 half day	2 full day
Sandalwood	3 half day	2 full day
Victory Villa	2 half day	2 full day
Winfield	2 half day	2 full day





High-Quality and Diverse Teachers and Leaders

- Recruiting and Maintaining High-Quality and Diverse Staff
- Career Ladder
- Nationally Board Certified Teachers
- Increase of Salary Scale by June 2024
- Minimum Salary for Teachers by July 2026





Career Ladder Workgroup

The Blueprint for Maryland's Future

- ***Progress towards developing a Career Ladder for BCPS educators.***
- ***Navigating unknown considerations requiring AIB/MSDE guidance to meet regulatory timeline.***
- ***Development of a competitive salary structure and professional advancement opportunities.***



Essential Activities

Activity	2021-2022	2022-2023	2023-2024
Develop a plan for increasing the number of NBC teachers. This plan includes recruitment of current BCPS teachers through various information sessions and face-to-face engagement events as well as intentional activities to engage teachers at low performing schools.	X	X	X
Implement a support program for teachers pursuing NBC to eliminate barriers that discourage BCPS teachers from completing the application process.		X	
Establish Career Ladder Development Board consisting of representatives across BCPS divisions and impacted employee bargaining units.		X	
Hire Career Ladder Coordinator/Consultant to lead the development, planning, and implementation of Career Ladder.			X
Teacher union collaboration committee to identify Career Ladder advancement parameters for NBC and non-NBC teachers.		X	X
Ongoing negotiations and tentative agreement for Career Ladder advancement with includes all teachers, regardless of NBC status.		X	X
Development of implementation plan to include teacher support for advancement through the salary structure.		X	X
Outline Career Ladder fiscal projections and planned salary increases because of a new salary structure.		X	X
Provide NBC support and professional development paid with MD Leads funding for new candidates and existing NBC teachers.		X	X
Ongoing monitoring of NBCT program.			X
Reevaluation of teacher leadership job descriptions to ensure alignment with Lead and Distinguished Teacher requirements.			X
Obtain stakeholder feedback regarding the development and implementation of Career Ladder.			X

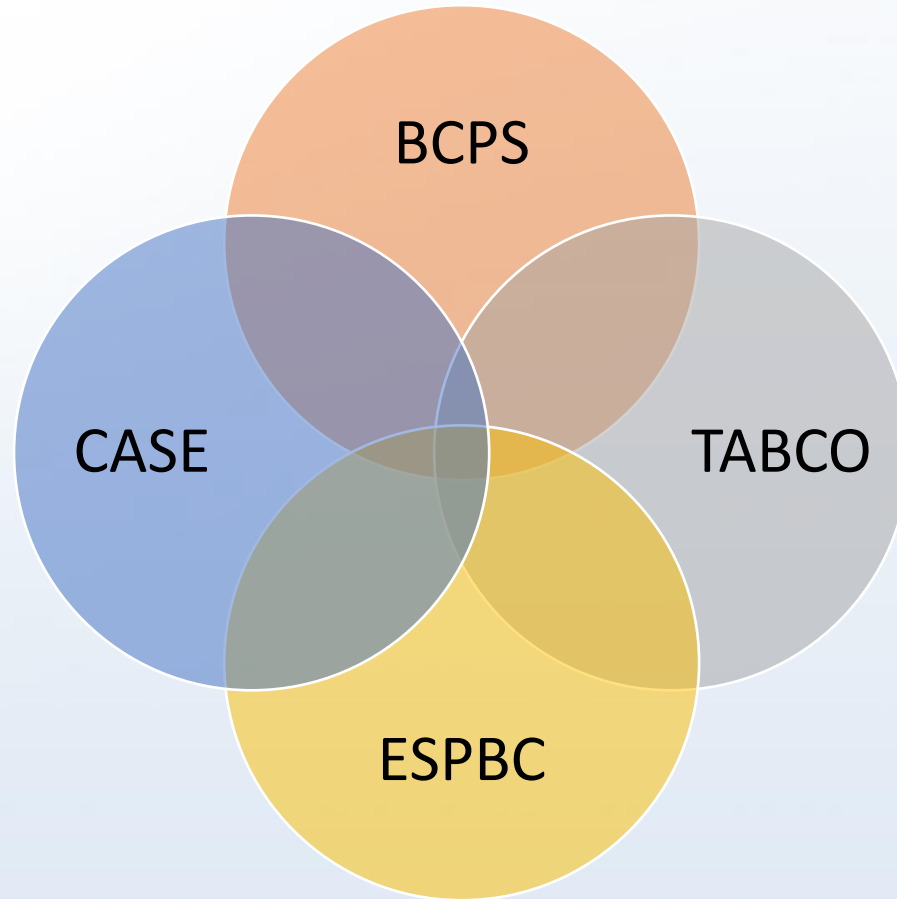


Blueprint Implementation Plan



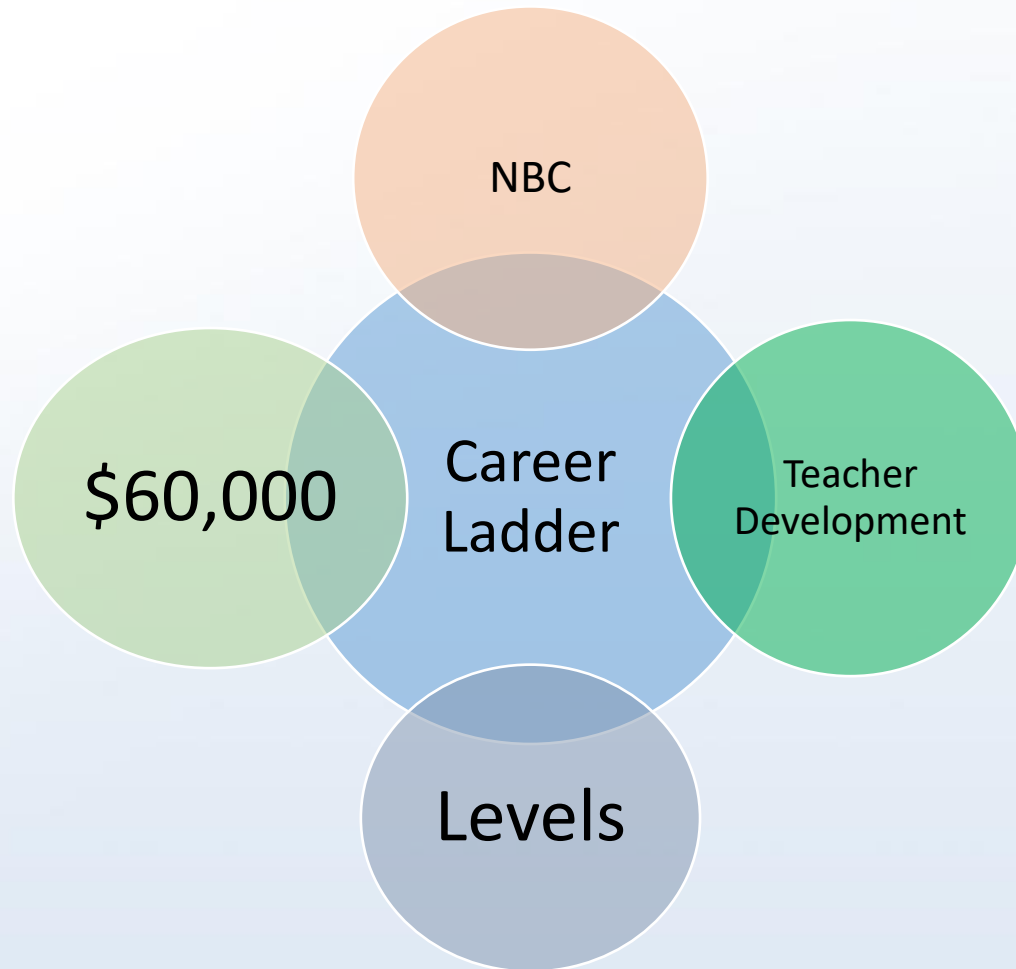


Career Ladder Development Board





Md. Code, Educ. § 6-1004





Career Ladder Draft Salary Structure

Model Salary Chart

- Similar salary structure to current scale.
- Smooth transition for teachers opting into Career Ladder.
- Scale adjusted based on negotiated compensation.
- Implementation of salary tables within ERP system.



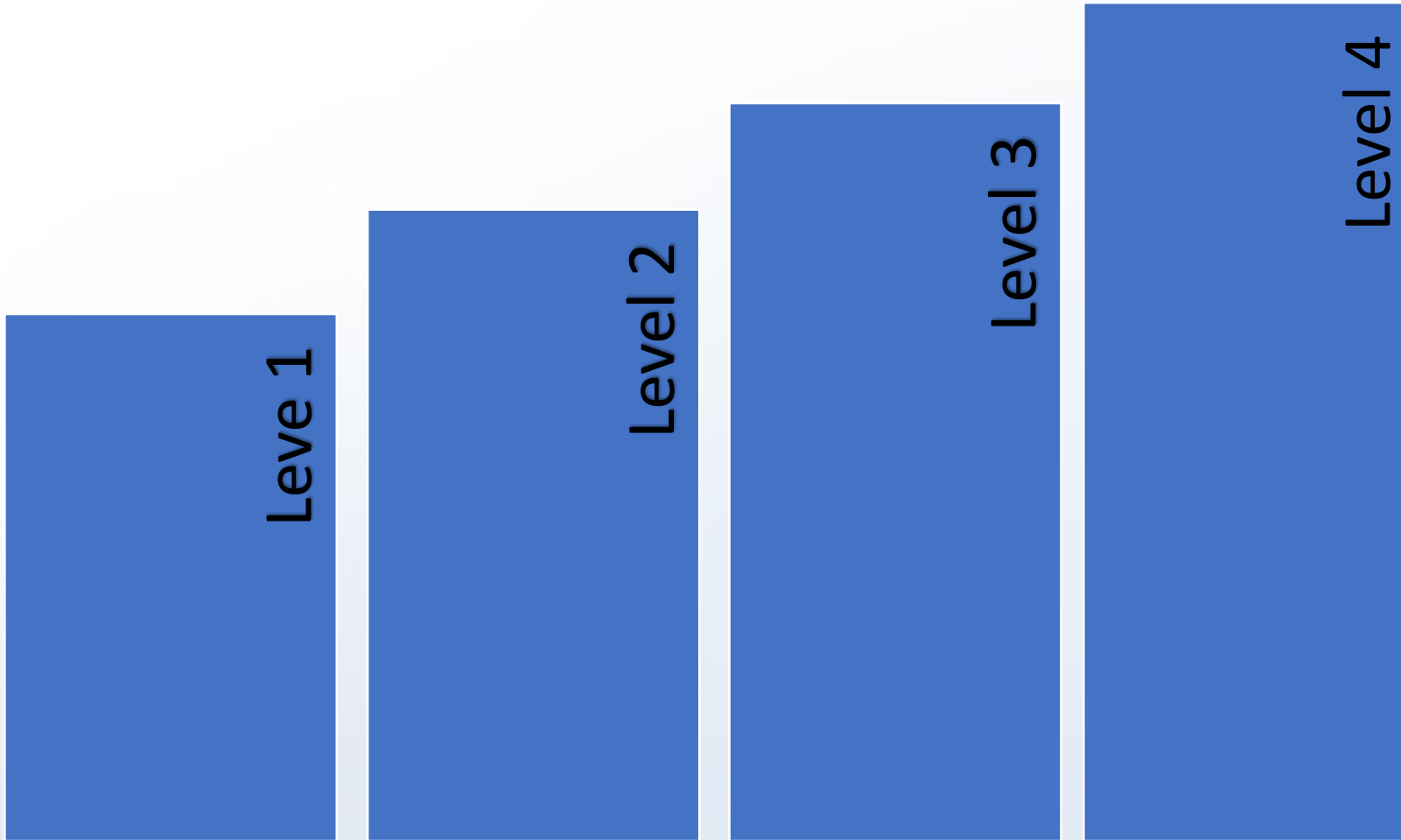
Unknown Considerations

Required per law AND/OR Negotiated by LEA

- National Board Certification required for Career Ladder
- Additional salary for NBC commitment (Level 2)
- Competitive salary structure for all educators
- Parameters for advancement within levels (NBC track)
- Parameters for placements within levels 3 & 4 (Professional track)
- Re-evaluation of Teacher Leadership position descriptions (i.e. Consulting Teacher, Team Lead, Department Chair, Resource Teacher, Staff Developer)

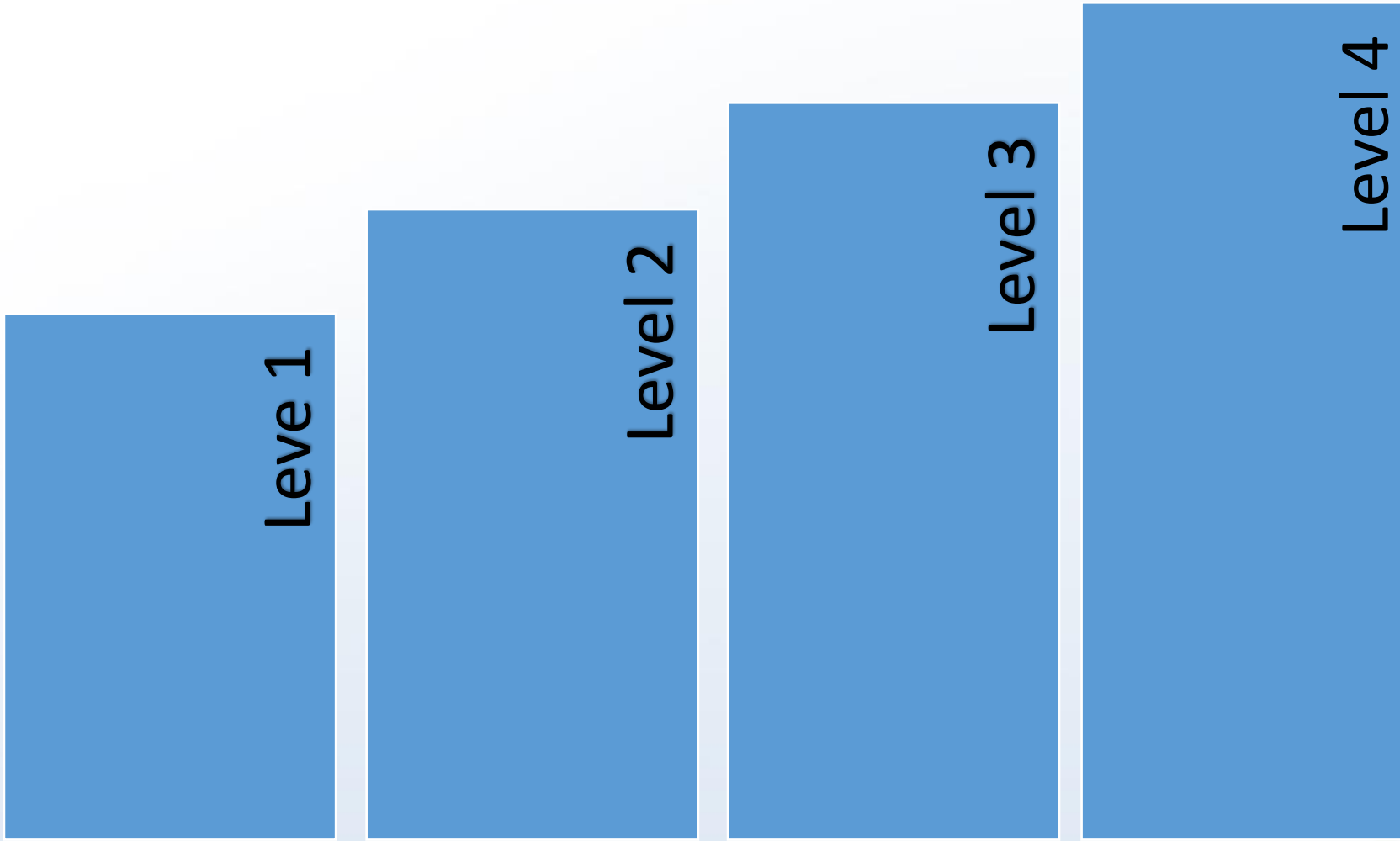


National Board Certification Track





Professional Track (LEA Option)





College and Career Readiness

- CCR for Math and ELA
- Career & College Counseling
- Individualized CCR Plans
 - Teacher to be assigned
- CCR Pathways

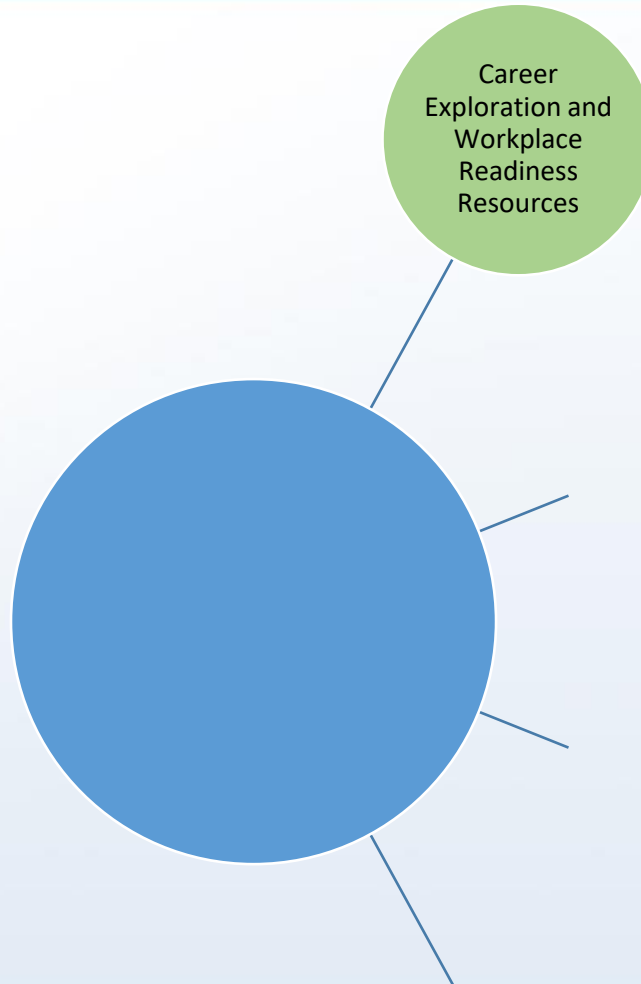




College and Career Readiness

Blueprint for Maryland's Future Workforce Career Counseling Program Joint Agreement:

- Baltimore County Government on behalf of its Department of Economic and Workforce Development ("DEWD")
- Baltimore County Public Schools ("BCPS")
- Community College of Baltimore County ("CCBC")





More Resources to Ensure All Students are Successful

- English Learners
- Special Education
- Concentration of Poverty
- Behavioral Health Supports





Governance and Accountability

- Overall Stakeholder Engagement
- Blueprint Implementation Planning Committee
- One more Implementation Plan to draft
- Structures and Accountability of Plan





Future Meetings

- September 14, 2023
- December 7, 2023
- February 22, 2024
- May 16, 2024





Thank You



Baltimore County Public Schools

Raising the bar, Closing gaps, Preparing for our future

